Table of Contents

1.0 Letter of Transmittal 2

2.0 Organizational Overview 3

- 2.1 Vision 3
- 2.2 Mission 3
- 2.3 Lines of Business 4
- 2.4 Physical Location 5
- 2.5 Employees 6

3.0 Shared Commitments 8

4.0 Highlights and Accomplishments 10

5.0 Outputs 12

- 5.1 Violence Prevention 12
- 5.2 Earned Income and Employment 14
- 5.3 Social and Economic Security 16
- 5.4 Leadership and Decision Making 18

6.0 Opportunties and Challenges Ahead 20

7.0 Financial Statements - Unaudited 21

Newfoundland Labrador

February 29, 2008

In accordance with government's commitment to accountability, I am pleased to submit the annual report of the Women's Policy Office. The report was prepared under my direction and documents the activities and outcomes of the Women's Policy Office from April 1, 2006 to March 31, 2007.

Joan Burke, MHA
Minister Responsible for the
Status of Women

2.0 Organizational Overview

The Women's Policy Office was established in 1985 by MC 116-'85 to:

- develop and expedite Government policies and programs to enhance the social and economic status of women in the province and ensure that these are communicated to the public;

- ensure that the impact on women of all legislation, policies and programs is brought to the attention of the Minister Responsible for the Status of Women, Cabinet, Cabinet Committees and departments;
- monitor and review programs and other activities of government departments and agencies to ensure compliance and conformity with the government policy of improving the status of women; and
- liaise with provincial government departments and agencies, other governments and advisory councils and women's organizations on all issues affecting women.

2.1 Vision

The Vision of the Women's Policy Office is social, legal, cultural and economic equality for women in the province of Newfoundland and Labrador.

2.2 Mission

Women's equality is yet to be achieved in areas of earned income and employment, social and economic security, leadership and decision making positions. Therefore, the necessity and relevance of the Women's Policy Office and its work continues to exist.

Mission: By 2011, the Women's Policy Office will have contributed to the advancement of women's social, cultural, legal and economic equality in Newfoundland and Labrador.

2.3 Lines of Business

Policy Analysis and Advisory Services: The Women's Policy Office defines policy as any action taken by government. The Office applies gender based analysis to government policy in such forms as legislation, programs and services. By applying gender based analysis to government policy, the Women's Policy Office provides advice to departments on how women are affected, how gender equity would be better achieved, and highlights needs and gaps.

Information Collection and Communication Services: The Women's Policy Office is responsible for collecting policy relevant information from a variety of sources to provide evidence based policy advice and report annually on the status of women. To meet this responsibility, the Women's Policy Office maintains a public library on women's issues, collects statistics and conducts research to assess the current status of women, as well as to identify systemic inequities and information gaps. As part of the information collection process, the Women's Policy Office consults regularly with women and women's organizations to identify ongoing and emerging issues of special concern as well as potential solutions. Beyond providing policy advice to government departments, the Women's Policy Office communicates information on the status of women through publications, events and initiatives.

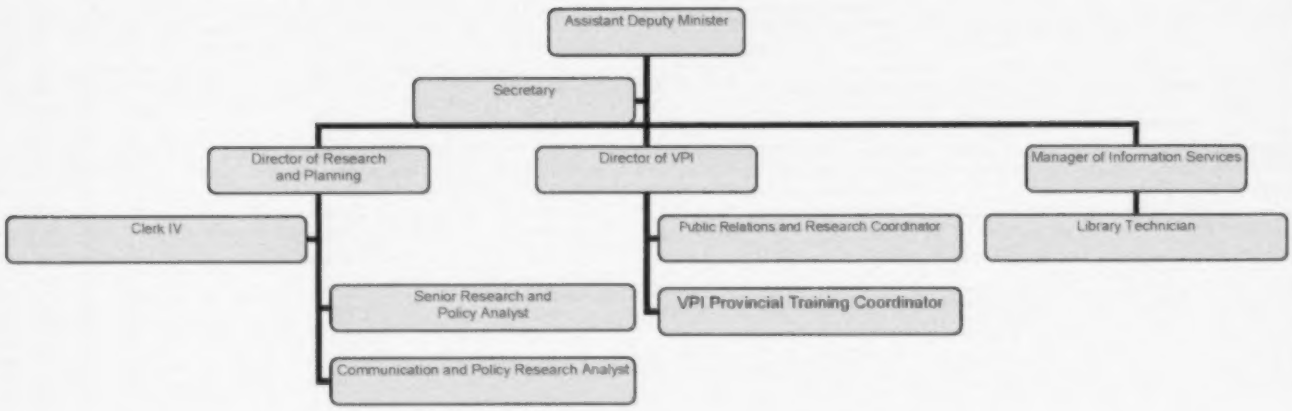
Violence Prevention Initiative Services: The *Violence Prevention Initiative* reflects government's commitment to addressing the problem of violence in this province. The Initiative is a six year, multi-departmental, government - community partnership to find long term solutions to the problem of violence against those most at risk in our society - women, children, seniors, Aboriginal women and children, persons with disabilities and other vulnerable people who are victims of violence because of their race, ethnicity, sexual orientation or economic status. Ten regional coordinating committees, which include four new committees in Marystown, Stephenville, Gander and Carbonear, have been established to ensure representation from rural areas.

Grants Program: The Women's Policy Office provides non-repayable grants to equity seeking groups for activities and initiatives to advance the status of women in Newfoundland and Labrador subject to approved criteria.

2.4 Physical Location

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The Women's Policy Office contracts delivery of services to St. John's, Bay St. George, Port aux Basques, Corner Brook, Gander, Labrador City, Happy Valley-Goose Bay and Grand Falls-Windsor through eight Status of Women Councils located across the province as well as through ten regional coordinating committees associated with the *Violence Prevention Initiative*.

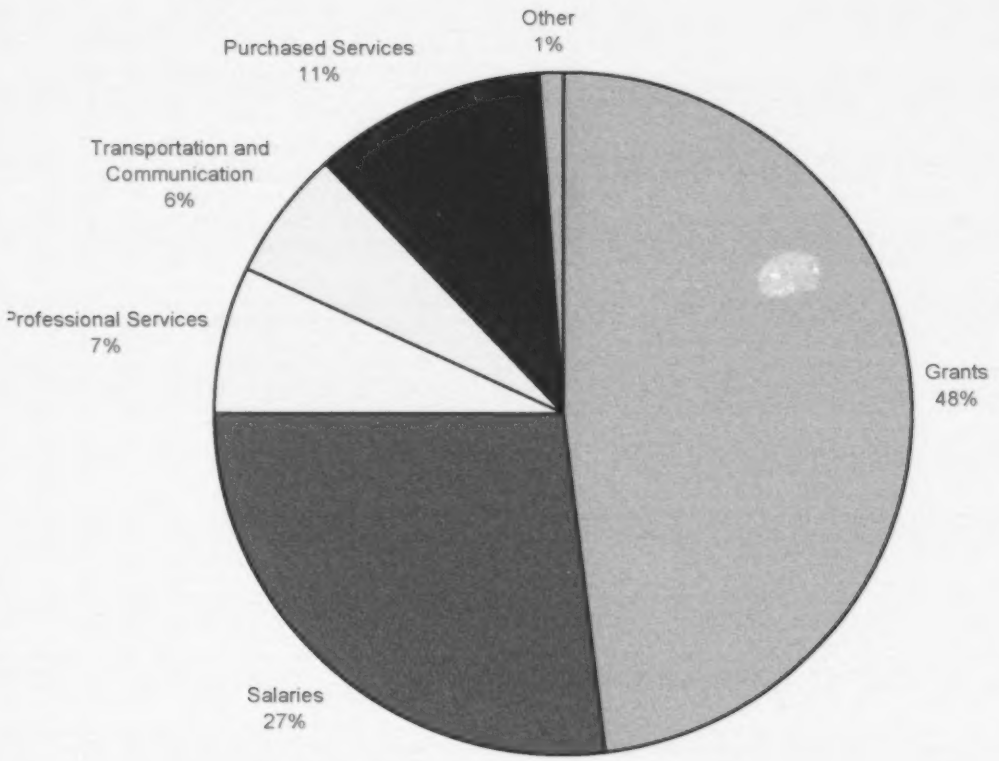
2.5 Employees



Position	Total	
	Men	Women
Assistant Deputy Minister	0	1
Director of Planning and Research	0	1
Director of Violence Prevention Initiative (VPI)	0	1
Manager of Information Services	0*	0*
Senior Research and Policy Analyst	0	1
Communications and Policy Research Analyst	0	1
Public Relations and Research Coordinator (VPI)	0	1
Provincial Training Coordinator (VPI)	0*	0*
Secretary	0	1
Clerk	0*	0*
Library Technician	0	1
Total	**0**	**8**
0* position is vacant		

2.6 Expenditures

In 2006-2007 the estimated budget of the Women's Policy Office was approximately $2.5 million which included the budget for the Violence Prevention Initiative. As indicated in the diagram below, grants to community based organizations accounted for approximately 48% of the budget.



3.0 Shared Commitments

The mandate and mission of the Women's Policy Office can only be achieved through working in partnership with the Provincial Advisory Council on the Status of Women to resolve the concerns of the women they serve. The office also involves equality seeking women's organizations as well as provincial and federal government departments, industry partners and other community groups.

In 2006-2007 the Women's Policy Office strengthened community-government partnerships to prevent violence. Government partners include the departments of Justice, Health and Community Services, Education, Human Resources, Labour and Employment, Labrador and Aboriginal Affairs and Education. Partners also include the Rural Secretariat, Newfoundland and Labrador Housing Corporation, the Labour Relations Agency, and Regional Integrated Health Authorities. Community partners include the ten regional coordinating committees, the Provincial Advisory Council on the Status of Women, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, the Transition House Association of Newfoundland and Labrador, the Seniors Resource Centre of Newfoundland and Labrador, and the Citizen's Crime Prevention Association of Newfoundland and Labrador.

To increase women's earned income and employment, the Women's Policy Office works in partnership with the departments of Human Resources, Labour and Employment, Natural Resources and Environment and Conservation to increase women's employment in well paying jobs, particularly those in the natural resource sectors. This is largely done using the Environmental Protection Act to require proponents of large scale natural resource developments to put women's employment plans in place. To this end, the Women's Policy Office worked closely with industry partners such as the Women in Resource Development Committee, Voisey's Bay Nickel Corporation, Corner Brook Pulp and Paper, the Canada-Newfoundland Offshore Petroleum Board and the Women in Resource Development Committee. The Women's Policy Office also worked with post-secondary and training institutions on accessibility of training and education for women for these occupations.

To improve women's social and economic security, the Women's Policy Office worked closely with all provincial government departments to ensure that the impact on women of all legislation, policies and programs were brought to the attention of decision makers. The Women's Policy Office maintains a close relationship with Status of Women Canada as well as all Ministers in Canada responsible for the Status of Women.

Working to increase women's participation in leadership and decision making roles the Women's Policy Office worked with community partners such as the Community Service Council, Status of Women Councils, and the Provincial Advisory Council on the Status of Women as well as women's Aboriginal, multicultural and seniors groups to strengthen women's voices. The Women's Policy Office also worked with government departments to increase nominations of qualified women to agencies, boards and commissions.

4.0 Highlights and Accomplishments

Implementation of the Violence Prevention Initiative - $1.2 million annually

In April 2006 the Women's Policy Office was provided with a 6 year plan of action, mandate and a budget of $1.2 million annually to prevent violence in Newfoundland and Labrador for women, children, seniors, Aboriginal women and children, and other marginal populations. This program also provided funding for 4 new Regional coordinating committees to be established and increased funding for a provincial stakeholder conference.

First Provincial VPI Stakeholder Conference

From November 21st to November 22nd, 100 community stakeholders and government partners of the Violence Prevention Initiative gathered together in St. John's for the first annual stakeholder's conference. This reflected one of the commitments made in the Violence Prevention Initiative Action Plan 2006-2012.

The theme of the conference was *Building Capacity in our Communities*. It included community volunteers, police officers, members of the Regional Coordinating Committees, and representatives from youth, women's, multicultural, persons with disabilities and seniors' groups, among many others.

Participants learned how to raise awareness of violence prevention, how to engage people in their communities, and how to use research to educate the public.

National Aboriginal Women's Summit

Planning began with Native Women's Association of Canada and other national Aboriginal Women's organizations to plan for the 1st national Aboriginal women's summit held that was held in Corner Brook in June 2007.

Provincial Aboriginal Women's Conference

The Women's Policy office facilitated an Aboriginal women's conference held in Stephenville in November 2006. Poverty Reduction, Family Justice Services and Violence Prevention were the three themes discussed and recommendations made for government officials on how to make these programs more appropriate for Aboriginal women.

Gender Based Analysis Training

WPO identified the Gender Based Analysis Policy Training program developed by Status of Women Canada and delivered to federal government employees as appropriate for delivery to government of Newfoundland and Labrador employees. The training program was piloted with provincial government employees. Thirty seven provincial government employees from various departments participated in one of two gender based analysis training sessions delivered in 2006 2007. Participant evaluations were very positive.

Northern Strategic Plan

Plan included recognition of issues and funding for issues of importance to women and Aboriginal women in Labrador including funds for family justice services to be provided to coastal communities in Labrador, as recommended at the Provincial Aboriginal women's conference.

5.0 Outputs

5.1 Violence Prevention

Goal — By March 31, 2008 the Women's Policy Office will have coordinated and managed the *Violence Prevention Initiative*

Objective 1 — By March 31, 2007 the Women's Policy Office will have coordinated the violence prevention initiative.

Measure: Coordination of all partner departments and agencies associated with the violence prevention initiative.	
Indicator	**Progress and Accomplishments**
Met with Deputy Ministers monthly to manage program and prepare accountability materials	Meetings were arranged as required to discuss policy and budget items relating to the VPI plan of action.
Prepared annual budget and work plan	Budget was prepared and a new financial administration guideline for departments was developed relating to their expenditures of funds under the Violence Prevention Initiative.
Prepared a report for Cabinet	A summary briefing note was prepared and approved by Deputy Minister's. Minister Burke requested VPI Ministers review and discuss appropriate method to bring this forward.
Supported VPI Community Advisory Committee in organizing an annual stakeholder conference	Conference was organized for Nov 2006. Over 100 community partners participated and topics covered included the social marketing campaign for the prevention of your violence, communicating with the media and evaluation methods.
Facilitated meetings with Ministers, Deputy Ministers and Community Advisory Committee	WPO facilitated two meetings with the community advisory committee including one with the Deputy Ministers.
Developed an annual report on violence prevention	Completed as part of the WPO Annual Report.

Women's Policy Office
P.O. Box 8700
4th Floor West Block
Confederation Building
St. John's, NL A1B 4J6

ANNUAL REPORT 2006-2007

Women's Policy Office

Newfoundland Labrador

Objective 2: By March 31, 2008, the Women's Policy Office will have implemented and managed the Violence Prevention Initiative

Measure:	**Activities undertaken to implement and manage the violence prevention initiative.**
Indicators	
Administered increased in funding to support Aboriginal grants program for community based violence prevention projects - $200,000	
Administered $120,000 to increase access to employment supports for victims of violence - $60,000 in professional services to research current models in Canada and complete a provincial needs assessment; $30,000 to conduct focus groups throughout the province; $30,000 for implementation	
Administered $398,000 to support the VPI - $250,000 to prevent violence in rural communities; $148,000 to support VPI research on the impact of violence on children.	
Supported leadership by Aboriginal people on violence prevention through assisting in the organization of the Aboriginal Women's Conference.	
Developed a social marketing campaign to target youth violence and partnered with Health and Community Services for Elder Abuse Campaign and Child Abuse Campaign; and joint training with Police	
Provided funding and support to Justice for the following activities: (i) RNC Youth Strive Program; (ii) Child Court Activity Book - $7,500; (iii) Family Violence Legislation Training; (iv) Court Preparation Web Site; (v) Family Violence Court Research Options; (vi) Crown Information Session – Shelters; (vii) Model Court Room Infrastructure; (viii) Youth Strive Program; and (ix) funding for Education to purchase materials for the Safe and Caring Schools	
Lead research project –consolidation of Victim Information 1-800: - $17,500. Consolidate and improve information on VPI programs and services by incorporating violence prevention messages and services into departmental public relation materials and web sites. 1-800 options	
Issued Community Grants for 10 RCCs	
Planned and implemented a Provincial Stakeholder Conference	

5.2 Earned Income and Employment

Goal — By March 31, 2008 the Women's Policy Office will have supported greater participation of women in occupations where they are currently under-represented.

Objective 1 — By March 31, 2007 the Women's Policy Office will have initiated activities to encourage the greater participation of women in occupations where they are currently under-represented.

Measure:	**Recommendations made to: (i) the Integrated Provincial Development Plan; (ii) Shaping the Apprenticeship System; (iii) Identify sustainable rural economic opportunities for women; and (iv) Strengthen requirements for major project developers to prepare and implement employment equity plans and identify penalties for non-compliance.**
Indicator	**Progress and Accomplishments**
Determined how women's issues will be considered in the development of the integrated Provincial Development Plan	WPO met with Doug House and his staff to review the process for the provincial development plan. WPO provided necessary information regarding the status of women in Newfoundland and Labrador as well as recommendations to improve the status of women in the province.
Participated in the Department of Education's Project Resource Group to: (i) initiate an employer strategy; and (ii) increase promotion of apprenticeship and website to employers	WPO participated in initial meetings in January 2006 and recommended that the Department of Education expand its objectives to state: Increase the participation of women in trades areas where they are currently under-represented. Since January 2006, the project has focused on employer contacts, transfer arrangements with other provinces and reactivation of advisory committees.
Participated on the Marine Careers Secretariat and the Petroleum Industry Human Resource Committee to promote the participation of women in marine and petroleum related occupations where women are currently under-represented.	With representation from the Women's Policy Office, the Marine Careers Secretariat completed its project funded by the Labour Market Development Agreement to develop an action plan to address labour shortages and other human resource issues in the marine transportation industry. The action plan entitled, "In the Same Boat: A Collaboratively Developed Marine Careers Promotion Strategy for Eastern Canada" clearly identifies the lack of women employed in the industry and recommends 2 strategic objectives as well as 10 initiatives to address the lack of female representation in the industry.

	With representation from the Women's Policy Office the Petroleum Industry Human Resource Committee delivered an Educator's Forum in Grand Falls-Windsor. Key topics for discussion included gender equity and creating a diverse workforce. Secondary and post-secondary educators from throughout the central region were invited to discuss petroleum career opportunities. Teachers reported that it was a perfect opportunity to gain a better understanding of the petroleum industry. They learned about wonderful and exciting opportunities for new graduates at home and abroad and were able to bring these messages back to their students. Many educators described the day as the most productive workshop they have had an opportunity to attend.
Met with the Rural Secretariat to discuss the application of gender based analysis in the development of regional visions and priorities	WPO met with the Rural Secretariat staff to discuss the application of gender based analysis in the development of regional visions and priorities. Rural Secretariat staff subsequently participated in gender based analysis training.
Met with the Department of Environment and Conservation to identify opportunities to strengthen requirements for major project developers to prepare and implement employment equity plans and identify penalties for non-compliance.	WPO met with Executive of Environment and Conservation and were successful in reaching agreement to edit the document "Environmental Assessment: A Guide to the Process". The revised wording indicates that information regarding the provision of gender equity in employment is recommended to be included in the Environmental Assessment Registration document and proponents are directed to contact the Women's Policy Office for any information or clarification.

Objective 2: By March 31, 2008, the Women's Policy Office will have continued to undertake initiatives to encourage the participation of women in trades, engineering, science, and technology occupations and developed and implemented a communications strategy to promote women in occupational areas including entrepreneurship, where they are currently under-represented.

Measure 1: Activities to develop and implement a communications strategy.
Indicators
Develop and implement a communications strategy to promote women in occupational areas including entrepreneurship

Measure 2: Initiatives undertaken to encourage the participation of women in trades, engineering, science and technology occupations
Indicators
Research and document best practices on Family Friendly Workplace Policies
Research and document best practices on overcoming barriers for women to advance into leadership positions with the provincial government
Participate in NGO human resource initiatives to increase women's participation in trades and technology positions.
Assist DNR Forestry Branch with a Gender Based Evaluation of Programs and Services

5.3 Social and Economic Security

Goal By 2008, the Women's Policy Office will have supported increased knowledge and consideration of and response to women's issues in legislation, policy and program development.

Objective 1 By March 31, 2007 the Women's Policy Office will have supported government departments and agencies in incorporating gender based analysis in legislation, policy and program development.

Measure: Activities identified to support government departments and agencies in incorporating gender based analysis in legislation, policy and program development.	
Indicator	**Progress and Accomplishments**
Participated in the proposed joint meeting of FPT Ministers responsible for the Status of Women and Justice to address issues such as conditional sentencing, access to civil legal aid; employment insurance legislation, and inter-jurisdictional support order enforcement.	Meeting did not go ahead because of change in governments, staff, etc. Discussion with Justice Ministers and Attorneys General will take place on a bilateral basis, and via communications from the FPT Status of Women Forum Co-Chairs.
Developed and implemented training for government employees	WPO identified the Gender Based Analysis Policy Training program developed by Status of Women Canada and delivered to federal government employees as

regarding gender awareness and gender based analysis in developing and implementing government policy.	appropriate for delivery to government of Newfoundland and Labrador employees. Thirty seven provincial government employees from various departments participated in one of two gender based analysis training sessions delivered in 2006 2007. Participant evaluations were very positive.
Made recommendations regarding: (i) the quality of live for Aboriginal women; (ii) homecare; (iii) healthy priorities for women in rural and urban areas; (iv) senior's independence and well being; (v) poverty reduction; (vi) childcare; and (vii) supports for immigrant women.	An Aboriginal Women Conference was held in November in Stephenville. Aboriginal women celebrated their lives and strengths, and attended sessions on family justice issues and poverty reduction. A Conference Report, *The Good Life for Aboriginal Women: Moving Forward, Building Strength* is available. Women's Policy Office participated in a conference sponsored by the Nunatsiavut Government to explore mechanisms for advancing women's issues. Women's Policy Office participated in planning for the National Aboriginal Women's Summit. Women's Policy Office plays an active role in the following interdepartmental initiatives: • Healthy Aging Strategy • Poverty Strategy • Immigration Strategy • Long Term Care and Supportive Services Legislative Review and has had input into the development of child care and early learning strategies, and an initiative to increase child care spaces.

Objective 2: By March 31, 2008, the Women's Policy Office will have explored with government departments and women's organizations strategies to enhance individual department's participation in advancing the status of women.

Measure:	**Activities to enhance individual department's participation in advancing the status of women.**
Indicators	
Administer $20,000 for Immigration Strategy to implement and support the development and distribution of information and resource material to assist immigrant women during pre-arrival, arrival and settlement.	
Administer $40,000 increase in funding to support planning and implementation of an	

annual Aboriginal Women's Conference
Deliver GBA training to government employees. Develop and implement training for government employees regarding gender awareness and gender based analysis in developing and implementing government policy
Prepare 2006-2007 Aboriginal Women's Conference Report
Prepare 2007-2008 Provincial Aboriginal Women's conference Report
Poverty Reduction Strategy: (i) WPO input into the ongoing development of the Poverty Reduction Strategy; (ii) Develop and implement measures to increase awareness of poverty reduction programs among women ($15,000); (iii) Develop and implement measures to link victims of violence to employment supports ($120,000); (iv) Provide support on identifying indicators

5.4 Leadership and Decision Making

Goal By 2008, the Women's Policy Office will have supported the participation of women in leadership and decision making positions at the community, regional and provincial levels.

Objective 1 By March 31, 2007 the Women's Policy Office will have worked with NLFM to develop a training program for women interested in municipal government and made recommendations regarding the development and implementation of a pilot training program to encourage women's participation in leadership and decision making positions.

Measure:	**Actions identified to work with NLFM to develop a training program for women interested in municipal government and made recommendations regarding the development and implementation of a pilot training program to encourage women's participation in leadership and decision making.**
Indicator	**Progress and Accomplishments**
Consulted with PACSW as well as other women's equality seeking organizations regarding their perspectives on women in leadership	WPO consulted with the PACSW as well as other equality seeking organizations regarding potential direction and initiatives to promote women in leadership. However, in light of other priorities (orientation of new board and executive and putting measures in place to comply with the Transparency and Accountability Act), parties decided to defer discussion on women in leadership to the next fiscal year.
Met with NLFM to discuss the development of a	WPO was advised that the Federation of Canadian Municipalities has set a goal to increase the number of

municipal government training program for women.	women on municipal councils to 30 percent by 2026. In 2006 the FCM reported that 19 percent of mayors in NL municipalities were women and 27 percent of counselors. In June 2006 released a document entitled, "Getting to 30% by 2026" which recommended various actions municipal councils can take to promote the participation of women on municipal council. In 2007 FCM will be releasing its National Strategic Action Plan for this issue.
Identified and evaluated leadership training programs in other jurisdictions	WPO has collected information from British Columbia, Nova Scotia and has requested information on women's leadership initiatives from all other provinces.
Recommended a course of action regarding training to encourage women's participation in leadership and decision making positions	WPO, the Provincial Advisory Council on the Status of Women as well as the eight women's councils across the province have agreed that deliberate and collective action is required to address the matter of women in leadership and have formed a committee. The purpose of the Women in Leadership Committee is to recommend a strategy to build capacity and encourage women's participation in leadership and decision making positions. The Committee will is comprised of 5 members: (i) one representative of the Women's Policy Office who will serve as Chair of the Committee; (ii) two representatives from the Provincial Advisory Council on the Status of Women; and (iii) two representatives of the women's councils across the province.

Objective 2: By March 31, 2008, the Women's Policy Office will have developed and implemented a communications strategy to encourage women's participation in leadership and decision making positions.

Measure:	**Activities to enhance individual department's participation in advancing the status of women.**
Indicators	
Make recommendations regarding the development and implementation of a pilot training program to encourage women's participation in leadership and decision making positions.	
Develop and implement a communications strategy to encourage women's participation in leadership and decision making positions.	

6.0 Opportunities and Challenges Ahead

Challenges:

- Federal Cuts to Status of Women Canada: Women's groups will not receive the same project funding from Status of Women Canada as they did in the past. This will mean more pressure will be put on the Government of Newfoundland and Labrador to increase funding.

- Increase in Youth Violence: A Statistics Canada report released in June 2007 states that youth violence is increasing across Canada.

- Poverty Reduction Issues: A number of women's groups are unhappy with the increase in minimum wage – most want to see the wage increased to $10/hour. Also, there is a housing shortage across Newfoundland and Labrador.

Opportunities:

- Increase the number of women in positions of leadership: A focus can be placed on Federal politics as an election is expected before year end or early 2008.

- Gender Based Analysis: In Budget 2007, WPO received an additional $35,000 for training and the implementation of Gender Based Analysis.

- Aboriginal Women: WPO has been working very closely with Aboriginal women to help them find solutions to the issues that effect their communities. We have participated in the National Aboriginal Women's Summit in June 2007 and will continue to host the annual Provincial Aboriginal Women's Conference in Newfoundland and Labrador. In Budget 2007, WPO received an additional $40,000 to assist in execution of the annual conference and was also given an additional $100,000 for violence prevention projects in Aboriginal communities.

- F/P/T: Minister Burke continues to be a leader at F/P/T meetings. She has been very influential on the topic of parental benefits and Aboriginals issues.

7.0 Financial Statements - Unaudited

Women's Policy 2006-2007

	2006-2007
Women's Policy Office	
Salaries	525,000
Employee Benefits	1,000
Transportation and Communication	158,500
Supplies	17,800
Professional Services	91,100
Purchased Services	90,000
Property, Furnishings and Equipment	6,500
Grants and Subsidies	1,415,000
Total	2,304,900

Source: Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended March 31, 2007

Expenditure and revenue figures included in this table are not audited.